

Speaking on the Frank Lewis amendment only.

SENATOR MARVEL: Well, I...in spite of what....

PRESIDENT: Excuse me, wait a minute, Senator Marvel, Senator Simpson turned off his light and sometimes when you do that I think that you are passing because people do that to me frequently. Senator Simpson I apologize, Senator Simpson has the floor.

SENATOR SIMPSON: Sorry about that. Mr. President, members of the legislature, being one that was involved in this I think that I would not raise a point as to whether it was good or bad that language would come in. I might make a point on the bill that every agency that came either before the sub-committee that I was on or the full committee got the question from me as to how many of their employees were going to receive this raise, if we gave them the money. Everyone said that all of their employees would get it except two agencies and I got down to first of all the department of roads. They said that they didn't know exactly how many would be very few who were not satisfactorily performing their work, so then I followed it further and said what about this employee and he said well their intention was that they would not get the raise as of the first of July and would be notified that they would be on probation for a period of not over six months at the end of which time, they would either get in the race or they would fire them. Then the Department of Institutions come in and Dr. Anderson came in and said that they had approximately 20 people that would fall into the same category that were doing more work or poor work now and they were going to put them on the same notice and at the end of the six month period they would either get the raise or go. Now I can look at the philosophy from either side, but I do not want to employees that are not doing their job by saying that they automatically get the raise and still maybe by getting their attention we can make them satisfactory employees and they would not have to leave the employment of the state.

PRESIDENT: Senator Marvel.

SENATOR MARVEL: I would defer to Senator Simpson who really is one of the authorities in this area. We quizzed the personnel department rather thoroughly and as I recall they indicated that there were only three people who have not performed on the job satisfactorily. The rest of them were either satisfactorily or they had left the employment. I think that unless you put this kind of language or some similar language into it you are going to defeat the whole personnel system. So I think that unless Senator Lewis or Senator Barnett has a different word than satisfactorily, I'm going to have to oppose the amendment. I think that if you take out that kind of language and you don't give someone in the agency some responsibility and you are going to defeat the whole personnel system. I rise in opposition to the amendment.

PRESIDENT: Speaker Proud.

SPEAKER PROUD: Mr. President, I am opposed to the amendment. The idea that all employees are satisfactorily performing their job is a complete myth. If you want a hamstring an employer this is the way to do it and I'm reminded of years ago a gentleman that I knew was with the bureau of reclamation and had a number of employees. One time a man walked into his